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ABSTRACT

As of December 31, 2000, an estimated 295,620 Australians were undertaking an apprenticeship or traineeship, which represented an increase of 15.1% over the number in training in 1999. The increase in participation rates for apprentices and trainees in training almost doubled from 1.2% on December 31, 1995, to 2.3% on December 31, 2000. The increase in apprentices and trainees from 1995 to 2000 exceeded the growth of Australia's population between the ages of 15 and 24 years over the same period (43.1% versus 1.4%). The participation rate of teenage girls more than doubled between 1995 and 2000 (from 1.7% to 3.8%). Seventy-five percent of apprentices and trainees in training on December 31, 2000 were undertaking Australian Qualifications Framework Level III programs, which represented an increase of 14.2% since 1999. Trades and related workers continued to be the largest occupational group, accounting for 44.6% of those in training as of December 31, 2000. Upon completion of their course, 77.6% of apprentices and 63.6% of trainees were employed with the same employer as during their course. On the 2000 Student Outcomes Survey, apprentices and trainees generally rated the usefulness of their course and their off-the-job training for their job prospects more highly than other respondents did. (Contains 12 tables/figures.) (MN)

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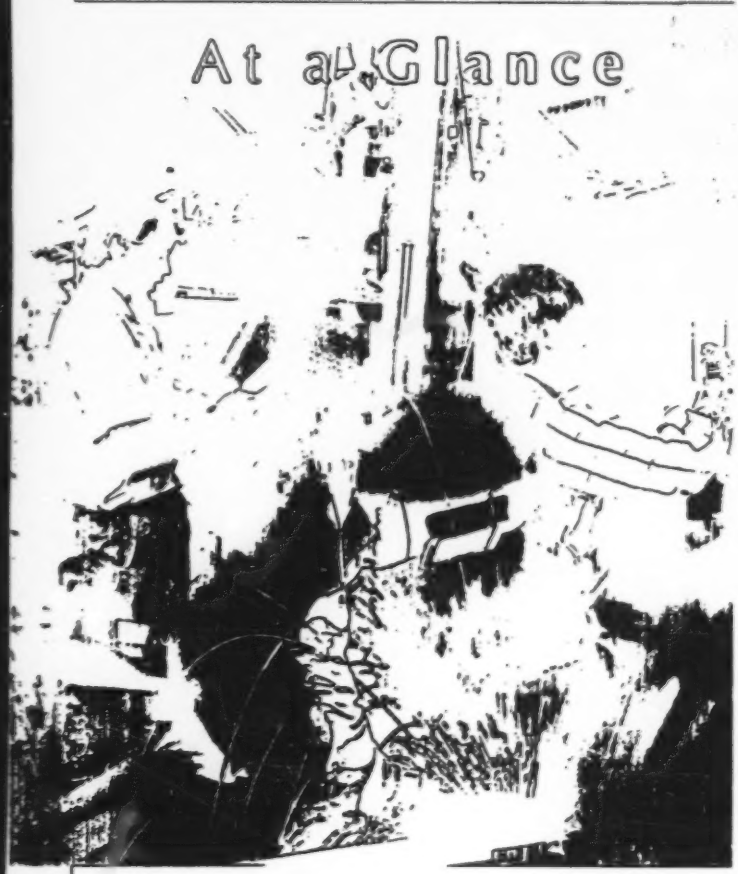
NCVER

ED 457 372

Australian **apprentice** and **trainee** Statistics

Annual 2000

At a Glance



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Australian Vocational Education & Training

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1 Introduction[1]

Apprenticeships and traineeships are an important part of Australia's education and training system, and increasing attention is being paid to their development, particularly following the introduction of New Apprenticeships at the beginning of 1998.

In general, there has been very strong growth in apprenticeships and traineeships over the period from 1995 to 2000 (Table 1). In particular:

- The number in training grew strongly, from 141 390 at the end of 1995 to 295 620 at the end of 2000 with an annual growth rate of around 16%.
- The number of commencements also grew strongly, from 64 580 in 1995 to 207 320 in 2000. The annual rate of growth over this period has been in the order of 26%.
- The number of completions increased from 31 560 in 1995 to 84 170 in 2000, equating to an annual rate of growth of about 22%.
- The number of cancellations and withdrawals grew from 27 910 in 1995 to 83 190 in 2000. The annual rate of growth over this period has been in the order of 24%.

Table 1: Number in-training as at 31 December, Commencement, Completions, Cancellations and Withdrawals, 1995 to 2000

	1995 ('000)	1996 ('000)	1997 ('000)	1998 ('000)	1999 ('000)	2000 ('000)	Annual rate* of growth 1995 to 2000
In-training as at 31 December	141.39	164.41	186.49	217.51	256.75	295.62	15.9
Commenced	64.58	89.62	113.89	154.10	195.76	207.32	26.3
Completed	31.56	36.45	50.85	60.24	73.13	84.17	21.7
Cancelled/Withdrawn	27.91	36.81	43.35	54.20	72.09	83.19	24.4

* Annual rates of growth for the period 1995 to 2000 are compound growth rates.
Data in table 1 for Commencements, Completions & Cancellations/withdrawals are for 12 months ending in the period.

The growth in the number of apprentices and trainees in-training has also exceeded the growth in Australia's 15 to 64 year old population over the period 1995 to 2000. Rates of participation for apprenticeships and traineeships increased from 1.2% at 31 December 1995 to 2.0% at 31 December 1999 and then to 2.3% at 31 December 2000 (Table 2), reflecting the significant increase in the number of apprentices and trainees in-training. Participation by apprentices and trainees aged 15 to 24 years has risen from 4.8% in 1995 to 6.7% in 2000.

Table 2: Apprentice and trainee participation rates* (at 31 December), 1995 to 2000.

	1995	1996	1997	1998	1999	2000	% Change 1995 to 2000
Apprentices and trainees ('000)	141.39	164.41	186.49	217.51	256.75	295.62	109.1
Australian working age population ('000,000)	12.12	12.28	12.44	12.62	12.79	12.97	7.1
Participation rate (%)	1.2	1.3	1.5	1.7	2.0	2.3	n.a.
Age 15 to 24 years:							
Apprentices and trainees ('000)	127.58	140.51	146.63	155.61	171.18	182.59	43.1
Australian population ('000,000)	2.68	2.67	2.66	2.68	2.69	2.72	1.4
Participation rate (%)	4.8	5.3	5.5	5.8	6.4	6.7	n.a.

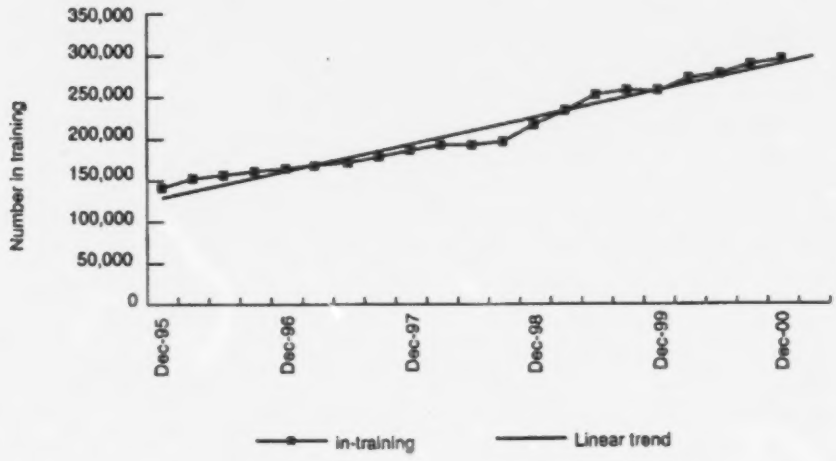
* Derived from NCVER apprentice and trainee statistics and unpublished ABS data, December estimated resident population.
Participation rates use Australia's working age population (15 to 64 year olds) as a base.

[1] The data in this publication are derived from the January to March 2001 quarterly collection.

2 In training

It is estimated that the number of apprentices and trainees in training at 31 December 2000 is 295 620, representing an increase of 15.1% over the previous year and more than double since 1995 (up 109.1%). The trend in numbers in training since 1995 is shown in figure 1 and highlights the dramatic growth which occurred during 1998 and 1999, although the numbers began to stabilise in the latter part of 1999 and into 2000.

Figure 1: Apprentices and trainees in-training, December 1995 to December 2000



The type of training being undertaken

Since the introduction of New Apprenticeships, there has been an increase in the numbers undertaking a part-time apprenticeship or traineeship. This highlights the gradual move to part time contracts associated with the increased flexibility available under New Apprenticeships, which were introduced in 1998.

The number of apprentices and trainees undertaking a full-time contract of training increased by 10.3% to 240,740 in 2000, compared to 1999. However, the proportion of apprentices and trainees in a full-time contract of training declined slightly since 1999 to around 81%. Of full-time apprentices and trainees, 84.7% were undertaking training at AQF level III or higher. This is in contrast to those undertaking a part-time apprenticeship or traineeship where 60.0% were in AQF level III or higher programs .

Altogether three out of four (75.0%) apprentices and trainees in-training at the end of 2000 were undertaking an AQF level III or equivalent program, while AQF level II programs accounted for 19.6%. This compares with about 75.6% of those in training at the end of 1999 being in AQF level III and 20.1% being in AQF level II. AQF level I programs are insignificant: less than 100 apprentices and trainees undertook AQF level I programs at the end of 2000.

At 31 December 2000, 38.2% of apprentices and trainees were undertaking a program of more than 3 years duration, while 18.5% were undertaking programs of 1 year or less. The majority of those undertaking programs of more than 3 years duration were undertaking a program at AQF level III or higher (97.1%). Over half (57.2%) of those undertaking a program of 1 year or less were in AQF level II or lower programs.

Occupations of apprentices and trainees

The record expansion of the apprentice and trainee system in recent years has come about as a result of the broadening of the occupational base beyond the traditional trades. Apprentices and trainees now better contribute to the stock of skilled workers in Australia as they are better aligned with the spread of occupations in the labour market.

The pattern of the number in-training varies among the occupational categories compared with the total Australian workforce. In particular:

- *Managers and administrators, professionals* and *associate professionals* in-training accounted for more than six in ten (62.5%) apprentices and trainees undertaking AQF level IV and above qualifications.
- All apprentices and trainees represent 3.3% of the total workforce (Table 3).
- The largest occupational group continues to be *trades and related workers*, with 44.6% of the numbers in training at 31 December 2000, but only accounting for just over 11% of the total workforce. Almost all (95.4%) apprentices and trainees in-training in the *trades and related workers* occupation category were undertaking their training at AQF level III.
- Within the *trades and related workers* occupational group, *construction* (10.1%) and *automotive* (7.8%) had the largest proportions of the total number in-training. Apprentices and trainees make up about one in five of the total trades labour force in the *food* (20.0%) and *automotive* (18.0%) industries.
- Apprentices and trainees in the *intermediate clerical, sales and service worker* occupations continue to contribute strongly to apprentice and trainee numbers, accounting for 17.6% of the number in training at 31 December 2000 but only 3.3% of all employees in these occupations. A similar trend can be seen for the *elementary clerical, sales and service worker* occupations which accounted for 12.6% of apprentice and trainee numbers, but only 4.1% of the workforce. This compares to the industry share of the workforce of 17.6% and 10.0%, respectively.
- *Managers and administrators, associate professionals* and *professionals* represent a relatively small proportion of the numbers in training at 31 December 2000 (5.8%).

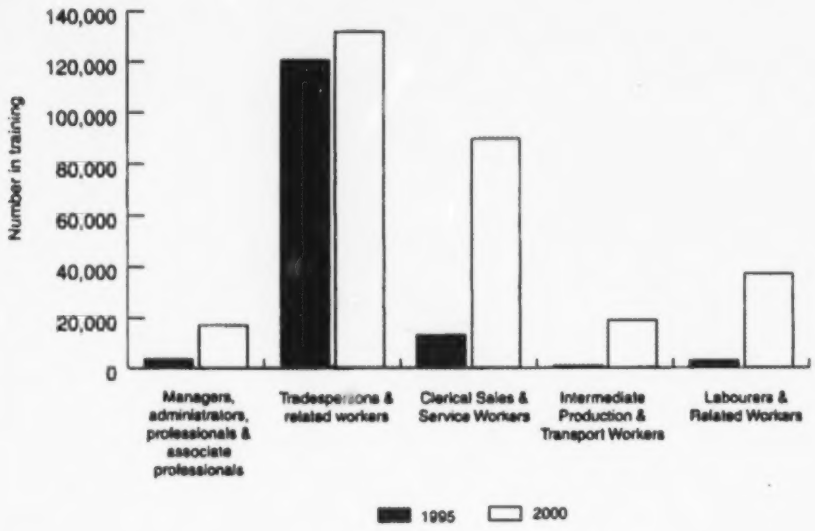
Table 3: Per cent of apprentices and trainees in-training at 31 December 2000, by occupation and qualification

Occupation (ASCO) group	AQF II and lower	AQF III	AQF IV and above	Per cent of total	Apprentice and Trainee (%) Share of labour force (a)	All Employees (%) Share of labour force (a)
Managers and administrators	1.4	0.5	8.9	1.1	0.5	7.1
Professionals	0.9	0.6	7.5	1.0	0.2	18.2
Associate professionals	2.8	1.2	46.2	3.8	1.1	11.4
Trades and related workers	6.8	56.8	7.3	44.6	11.1	13.1
Mechanical & fabrication engineering	1.1	7.2	1.0	5.7	8.1	2.3
Automotive	1.8	9.6	1.3	7.8	18.0	1.4
Electrical and electronic	1.0	7.7	1.3	6.0	10.3	1.9
Construction	0.5	13.3	0.0	10.1	10.1	3.3
Food	0.5	8.4	1.3	6.5	20.0	1.1
Skilled agriculture & horticulture workers	0.3	2.0	0.8	1.6	6.7	0.8
Other trades & related workers	1.6	8.5	1.4	6.8	9.3	2.4
Advanced clerical and service workers	0.0	0.2	0.1	0.2	0.1	4.4
Intermediate clerical, sales and service workers	28.8	14.6	20.8	17.6	3.3	17.6
Intermediate production and transport workers	5.9	6.8	2.8	6.4	2.4	8.6
Elementary clerical, sales and service workers	31.8	8.2	4.5	12.6	4.1	10.0
Labourers and related workers	21.7	11.0	2.0	12.6	4.3	9.5
All occupations	100.0	100.0	100.0	100.0	3.3	100.0
Number ('000)	58.08	221.63	14.84	295.62		9,067.6

(a) Source: ABS, Labour Force Survey Estimates by Occupation, Australia, November 2000, unpublished data.

Figure 2 shows the number of apprentices and trainees in-training in 1995 compared to 2000 in different occupational areas. The most significant growth has been in *intermediate production and transport workers* (with an annual growth rate of 85.9%), *labourers and related workers* (67.8%) and *clerical, sales and service workers* (46.6%), occupational areas, although these occupations have been growing off a relatively low base.

Figure 2: Number in training at 31 December by major occupational group, 1995 and 2000



Employer Types

Over 80% of all employers of apprentices and trainees are in the private sector. This proportion has changed very little between 1995 and 2000, from 80.6% to 82.1%, despite large growth in apprentice and trainee numbers over the same period (Table 4).

Around 12% of apprentices and trainees at 31 December 2000 are employed by a group training company, while less than 6% of apprentices and trainees are with government employers.

The decrease in commonwealth government employment of apprentices and trainees partly relates to the privatisation policies of governments in relation to large utilities, which were traditionally large employers of apprentices.

Table 4: Per cent of the number in-training as at 31 December by type of employer, 1995 to 2000.

Employer Type	1995	1996	1997	1998	1999	2000	Annual Growth Rate % (a)
Private Sector	80.6	80.4	80.2	80.6	80.7	82.1	16.3
Group Training	13.0	13.2	13.5	13.8	13.6	12.2	14.4
Commonwealth Government	1.7	1.5	1.2	0.7	0.5	0.6	-6.5
State Government	3.0	3.0	3.3	3.2	3.1	2.9	14.6
Other (b)	1.7	1.8	1.9	1.7	2.2	2.3	22.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	
Number ('000)	141.39	164.41	186.49	217.51	256.75	295.62	15.9

(a) Annual rates of growth for the period 1995 to 2000 are compound growth rates based on actual figures and not on the percentages presented.
(b) Includes local government, government business enterprises and employers 'not elsewhere classified'.

Male and female participation

In the years 1995 to 2000, the number of females almost multiplied by a factor of four (up 292.7%) from 24 480 to 96 110, while the number of males increased by 70.6%, from 116 920 to 199 510. This corresponds to an annual growth rate of 31.5% for females and 11.3% for males.

As a result of continuous increase in female commencements in recent years, the proportion of female apprentices and trainees in-training has increased from 30.7% at 31 December 1999 to 32.5% at 31 December 2000. In 1995, the proportion of females in-training was 17.3%.

AUSTRALIA

At the end of December 2000 the estimated resident population for Australia was approximately 19.3 million and the estimated labour force population was approximately 9.1 million.

Of the 295 620 in-training as at 31 December 2000 in Australia:

- 44.6% were in trade occupations
- 75.0% undertook training in AQF qualification level III and a further 19.6% in AQF qualification level II
- 18.0% undertook part-time training
- 82.1% were employed in the private sector
- 2.2% were still attending school
- 32.5% were females
- 61.8% were aged 15 to 24
- 59.1% resided in a capital city with a further 28.2% in rural areas
- 13.3% had tertiary qualifications as their highest level of previous educational attainment, and a further 33.7% reporting year 12
- 7.5% spoke a language other than English at home
- 10.7% were born outside of Australia
- 1.8% were of Aboriginal and/or Torres Strait Islander origin
- 1.9% reported a disability.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	141.4	164.4	186.5	217.5	256.8	295.6
Commencements	64.6	89.6	113.9	154.1	195.8	207.3
Completions	31.6	36.4	50.9	60.2	73.1	84.2
Cancellations/withdrawals	27.9	36.8	43.3	54.2	72.1	83.2

NEW SOUTH WALES

New South Wales accounts for 33.7% of the total population and 28.5% of the total number of apprentices and trainees in-training. The estimated labour force population in New South Wales was approximately 3.0 million, representing 33.3% of the total labour force in Australia.

Of the 84 360 in training:

- 48.6% were in trade occupations
- 77.2% undertook training in AQF qualification level III with a further 19.6% in AQF qualification level II
- 12.5% undertook part-time training
- 29.4% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	46.6	51.0	53.4	51.1	69.9	84.4
Commencements	21.1	26.1	29.7	28.6	51.5	58.8
Completions	11.8	12.2	15.7	17.2	15.9	21.3
Cancellations/withdrawals	9.5	12.3	13.6	14.3	18.8	25.5

VICTORIA

Victoria accounts for 24.9% of the total population and 31.1% of the total number of apprentices and trainees in-training. The estimated labour force population in Victoria was approximately 2.3 million, representing 25.3% of the total labour force in Australia.

Of the 91 880 in training:

- 39.9% were in trade occupations
- 78.3% undertook training in AQF qualification level III and a further 18.1% in AQF qualification level II
- 25.9% undertook part-time training
- 35.0% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	34.4	41.2	44.6	57.0	73.3	91.9
Commencements	15.6	23.1	26.0	39.6	57.6	65.5
Completions	6.2	8.4	12.5	11.8	15.5	21.4
Cancellations/withdrawals	7.4	10.2	11.4	12.6	20.3	26.2

QUEENSLAND

Queensland accounts for 18.6% of the total population and 16.7% of the total number of apprentices and trainees in-training. The estimated labour force population in Queensland was approximately 1.7 million, representing 18.6% of the total labour force in Australia.

Of the 49 400 in training:

- 50.8% were in trade occupations
- 75.3% undertook training in qualification level III with a further 20.7% in AQF qualification level II
- 18.3% undertook part-time training
- 32.4% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	28.8	33.7	45.1	52.9	49.0	49.4
Commencements	13.3	19.4	32.8	45.8	39.4	35.1
Completions	5.7	7.2	10.7	17.0	20.0	17.7
Cancellations/withdrawals	6.3	8.3	10.5	16.0	17.9	14.9

SOUTH AUSTRALIA

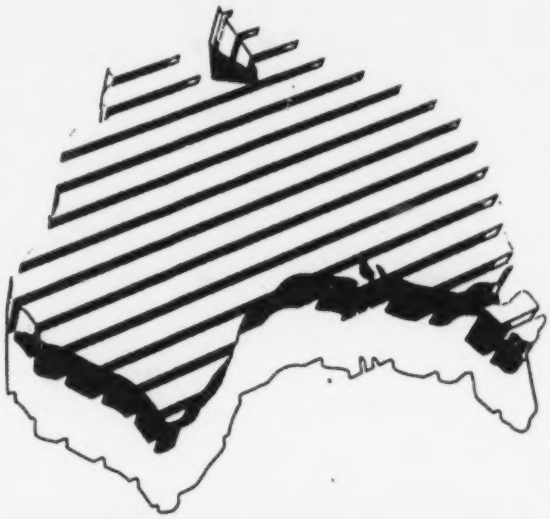
South Australia accounts for 7.8% of the total population and 11.0% of the total number of apprentices and trainees in-training. The estimated labour force population in South Australia was approximately 0.7 million, representing 7.5% of the total labour force in Australia.

Of the 32 660 in training:

- 32.6% were in trade occupations
- 58.5% undertook training in AQF qualification level III with a further 22.6% in AQF qualification level II
- 11.7% undertook part-time training
- 34.7% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	9.3	11.8	14.4	24.4	27.1	32.7
Commencements	4.2	6.8	8.4	17.8	18.7	22.3
Completions	2.4	2.5	3.6	4.0	8.5	8.3
Cancellations/withdrawals	1.3	1.8	2.2	3.7	6.1	6.9

Note: the data for Commencements, Completions & Cancellations/withdrawals is for 12 months ending the period.



Apprentice and trainee participation rates by gender and age (at 31 December), 1995 to 2000

	1995	1996	1997	1998	1999	2000
Male Participation Rates						
15–19 years	6.7	6.9	6.9	7.2	7.9	7.9
20–24 years	8.7	9.7	10.1	10.0	10.5	10.9
25–39 years	0.5	0.7	0.9	1.2	1.6	2.0
40 years & over	0.1	0.1	0.2	0.3	0.6	0.9
All Males 15–64 years	1.9	2.1	2.2	2.4	2.8	3.0
Female Participation Rates						
15–19 years	1.7	2.1	2.4	2.7	3.3	3.8
20–24 years	1.6	2.1	2.4	3.0	3.5	4.0
25–39 years	0.1	0.2	0.4	0.7	0.9	1.1
40 years & over	0.0	0.1	0.2	0.4	0.5	0.7
All Females 15–64 years	0.4	0.6	0.7	1.0	1.2	1.5
Person Participation Rates						
15–19 years	4.3	4.6	4.7	5.0	5.6	5.9
20–24 years	5.2	5.9	6.3	6.6	7.1	7.5
25–39 years	0.3	0.5	0.7	0.9	1.2	1.5
40 years & over	0.0	0.1	0.2	0.4	0.6	0.8
All Persons 15–64 years	1.2	1.3	1.5	1.7	2.0	2.3

WESTERN AUSTRALIA

Western Australia accounts for 9.8% of the total population and 6.6% of the total number of apprentices and trainees in-training. The estimated labour force population in Western Australia was approximately 0.9 million, representing 10.2% of the total labour force in Australia.

Of the 19 420 in training:

- 65.3% were in trade occupations
- 81.4% undertook training in AQF qualification level III with a further 18.0% in AQF qualification level II
- 12.5% undertook part-time training
- 26.6% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	14.3	16.8	18.4	18.5	18.9	19.4
Commencements	6.1	8.0	10.1	11.4	12.3	12.1
Completions	3.0	3.3	4.7	5.8	6.8	6.4
Cancellations/withdrawals	1.8	2.1	3.1	4.8	4.6	4.9

TASMANIA

Tasmania accounts for 2.5% of the total population and 3.6% of the total number of apprentices and trainees in-training. The estimated labour force population in Tasmania was approximately 201.2 thousand, representing 2.2% of the total labour force in Australia.

Of the 10 720 in training:

- 24.7% were in trade occupations
- 69.4% undertook training in AQF qualification level III with a further 18.1% in AQF qualification level II
- 19.6% undertook part-time training
- 40.6% are females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	4.0	4.7	5.1	8.4	10.8	10.7
Commencements	2.0	2.7	3.2	6.8	9.1	8.0
Completions	1.3	1.4	2.0	2.4	4.3	5.5
Cancellations/withdrawals	0.5	0.7	0.8	1.0	2.1	2.1

NORTHERN TERRITORY

The Northern Territory accounts for 1.0% of the total population and 0.8% of the total number of apprentices and trainees in-training. The estimated labour force population in the Northern Territory was approximately 93.3 thousand, representing 1.0% of the total labour force in Australia.

Of the 2 300 in training:

- 45.9% were in trade occupations
- 69.3% undertook training in AQF qualification level III with a further 22.8% in AQF qualification level II
- 5.7% undertook part-time training
- 33.4% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	1.4	1.8	2.0	1.9	2.0	2.3
Commencements	0.9	1.5	1.8	1.6	1.8	2.0
Completions	0.3	0.4	0.6	0.8	0.8	1.0
Cancellations/withdrawals	0.4	0.6	0.9	0.9	0.8	0.9

AUSTRALIAN CAPITAL TERRITORY

The Australian Capital Territory accounts for 1.6% of the total population and 1.7% of the total number of apprentices and trainees in-training. The estimated labour force population in the Australian Capital Territory was approximately 171.2 thousand, representing 1.9% of the total labour force in Australia.

Of the 4 890 in training:

- 44.6% were in trade occupations
- 71.1% undertook training in AQF qualification level III with a further 25.9% in AQF qualification level II
- 28.1% undertook part-time training
- 31.8% were females.

Training Activity ('000)	1995	1996	1997	1998	1999	2000
In-training as at 31 December	2.7	3.4	3.4	3.3	5.7	4.9
Commencements	1.4	2.0	2.0	2.3	5.2	3.4
Completions	0.7	1.0	1.1	1.3	1.3	2.5
Cancellations/withdrawals	0.5	0.7	0.8	0.9	1.4	1.7

4 Training Packages

Training Packages provide the basic building blocks for vocational education and training programs. They define a range of pathways including New Apprenticeships, which means people can learn on the job, be formally trained and achieve a national qualification. The packages are developed by national Industry Training Advisory Bodies (ITAB's), other industry-based bodies or enterprises to meet the identified training needs of specific industries or industry sectors.

Training Packages are continually being developed and reviewed to meet emerging requirements across industries. The first Training Package was endorsed by the National Training Framework Committee in July 1997. By the end of 2000 there were around 63 Training Packages endorsed.

Training Packages:

- provide a consistent and reliable set of nationally endorsed components for training, recognising and assessing people's skills that lead to nationally recognised qualifications for a specific industry or occupation.
- offer new career pathways in traditional and non-traditional industries.
- provide flexibility for employers to choose a trainer and negotiate an individualised training program.
- offer learners recognised vocational training opportunities which can begin at school or be undertaken part-time.
- combine employment with structured training to cover both theoretical and practical training for the workplace.

Table 5: Per cent of apprentice and trainees in-training at 31 December and commencements in Training Packages, 1999 and 2000

Training Package:	In-training as at 31 December 2000	In-training as at 31 December 1999	Commencements* 2000	Commencements* 1999
Automotive Industry Retail Service & Repair	3.8	1.7	3.4	1.2
Civil Construction	1.6	1.1	1.2	1.0
General Construction	3.2	1.7	3.0	1.4
Administration	9.7	18.6	11.8	19.6
Community Services	2.6	1.3	2.9	1.3
Food Processing Industry	2.7	1.7	2.3	1.6
Financial Services	1.0	0.0	1.2	0.1
Information Technology	1.0	0.2	1.3	0.3
Telecommunications Industry Technical	3.4	0.7	4.1	0.7
Metal and Engineering Industry	3.7	1.7	3.6	1.4
Australian Meat Industry	4.6	4.8	5.5	5.9
Asset Maintenance	3.0	2.1	3.3	2.1
Asset Security	2.5	3.7	2.9	4.2
Agriculture	1.4	1.8	1.2	1.9
Horticulture	2.4	1.8	2.4	1.8
Transport and Distribution	16.1	12.9	13.4	12.4
Hospitality Industry	14.8	19.3	12.1	16.8
Electrotechnology Industry	1.2	0.3	1.2	0.2
Retail	16.4	21.6	18.3	24.0
Other Training Packages	4.9	2.8	5.0	2.3
Training Packages sub-total	100.0	100.0	100.0	100.0
Training Packages sub-total ('000)	*161. 91*	*90.25*	*153.30*	*98.37*
Non-Training Packages ('000)	133.71	166.50	54.02	97.40
Total ('000)	**295.62**	**256.75**	**207.32**	**195.76**
Percentage Training Packages of total	54.8	35.2	73.9	50.2

* Commencements are 12 months ending.

Data relating to Training Packages for apprentices and trainees was collected for the first time in 1999. In 2000, over half (54.8%) of the total number in-training and three-quarters (73.9%) of total commencements during the year were undertaken in Training Package qualifications (Table 5). This compares to 35.2% and 50.2% respectively in 1999, where fewer Training Packages[2] were endorsed or implemented by the states/territories.

In 2000, the top 5 Training Package qualifications in terms of apprentice and trainee numbers in-training were:

- Certificate II in Retail Operations (5.6% of the total number in-training)
- Certificate III in Transport and Distribution (Road Transport) (4.5%)
- Certificate III in Business (Office Administration) (3.2%)
- Certificate III in Retail Operations (3.2%)
- Certificate III in Hospitality (Commercial Cookery) (3.2%)

5 Commencements*

The estimated number of commencements for 2000 was 207 320, representing an increase of 5.9% over the total in 1999. In the years 1995 to 2000, the number of commencements increased by 221.1% from 64 580 to 207 320. This corresponds to an annual growth rate of 26.3%.

Occupation

Apprentices and trainees in the *intermediate clerical, sales and service worker* occupations continue to contribute strongly to apprentice and trainee numbers, accounting for 25.8% of commencements during 2000. The *elementary clerical, sales and service worker* occupations also continue to contribute strongly to apprentice and trainee numbers, accounting for 18.9% of commencements during 2000.

About one in four (24.1%) of commencements during 2000 were in the *trades and related workers* category (Table 6). However this proportion has fallen from 64.6% in 1995, highlighting the expansion of apprenticeships into non traditional areas, which include the *clerical sales and service workers* and *labourers and related workers* occupation categories. Within the *trades and related workers* occupational group, *construction* had the highest proportion of commencements during 2000 (5.3%), but down from 12.9% in 1995.

Table 6: Per cent of apprentice and trainee commencements, by occupation 1995 to 2000

Occupational group	1995	1996	1997	1998	1999	2000	Annual Growth Rate % (a)
Managers & administrators	1.2	2.3	1.8	1.2	0.9	1.5	32.7
Professionals	0.2	0.5	1.3	0.8	0.7	1.3	77.6
Associate professionals	2.6	4.1	5.5	4.6	3.6	5.1	44.2
Trades & related workers	64.6	45.6	35.6	31.3	27.5	24.1	3.7
Mechanical & fabrication engineering	10.7	7.4	5.3	4.2	3.1	2.4	-6.6
Automotive	11.9	8.9	6.2	4.9	4.4	3.8	0.6
Electrical and electronic	8.0	5.8	4.7	3.5	3.2	3.4	6.5
Construction	12.9	8.1	7.1	6.7	6.3	5.3	5.7
Food	9.6	7.4	5.7	6.2	4.8	4.1	6.5
Skilled agriculture & horticulture workers	1.7	1.1	1.0	0.9	1.2	1.2	17.4
Other trades & related workers	9.9	7.0	5.7	5.0	4.5	3.9	5.0
Advanced clerical and service workers	0.1	0.4	0.2	0.2	0.1	0.3	50.6
Intermediate clerical, sales & service workers	19.1	27.0	30.6	31.9	28.2	25.8	34.2
Intermediate production & transport workers	1.4	2.2	3.0	3.2	5.5	7.7	77.3
Elementary clerical, sales and service workers	5.7	8.9	9.4	14.4	18.9	18.9	60.6
Labourers and related workers	5.1	9.0	12.7	12.4	14.7	15.3	57.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	26.3
Number ('000)	64.58	89.62	113.89	154.10	195.76	207.32	

(a) Annual rates of growth for the period 1995 to 2000 are compound growth rates based on actual figures and not on the percentages presented.

* Data in this section relate to 12 months ending in the period.

[2] Caution should be taken when using these statistics, as smaller than expected numbers could be due to Training Package qualifications not being endorsed or fully implemented during the reporting period.

Qualification level

Over six in ten (61.9%) apprentices and trainees commencing in 2000 were undertaking AQF level III or equivalent programs. This proportion, having fallen from 65.2% in 1995, further highlights the expansion of apprentices and trainees into non-traditional occupations.

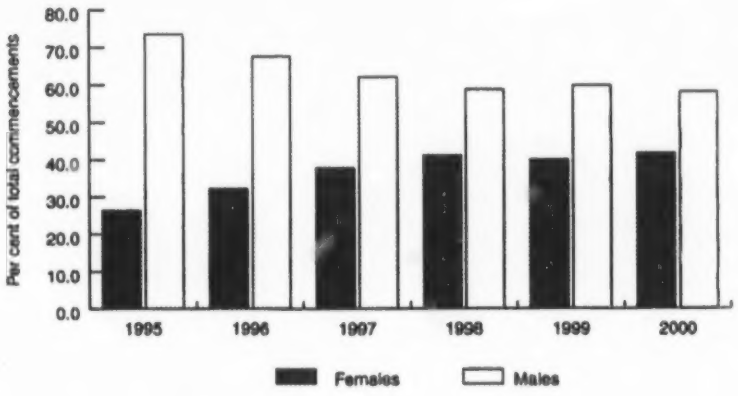
AQF Level II was the second largest qualification, having accounted for about a third (31.6%) of commencements during the year. The remaining 6.6% of commencements were mainly at AQF level IV or higher. Just about 110 apprentice and trainee commencements were at AQF level I, meaning that AQF level I has very little relevance for apprentices and trainees in 2000.

Male and female participation

During 2000, it is estimated that 86 730 apprentices and trainees commencing were female, up 10.5% since 1999. In the years 1995 to 2000, the number of females commencing increased by 409.1%, from 17 030 to 86 730, while the number of males increased by 153.7%, from 47 540 to 120 590. This corresponds to an annual growth rate of 38.5% for females and 20.5% for males.

Figure 3 shows the time series for male and female apprentices and trainees as proportions of all commencements from 1995 to 2000. In 1995 the proportion of females was around 26% (one in four). Since then the proportion of female commencements has been increasing and for the last three years has hovered around 41%. Females accounted for 41.8% of commencements in 2000. The rapid increase in female commencements can be attributed to the broadening of the occupational base of apprentices and trainees in recent years.

Figure 3: Per cent of apprentice and trainee commencements by sex, 1995 to 2000



Expected duration of training and full-time status

For 2000, 61.8% of commencements were in programs of 2 years duration or less, while 38.0% were in programs of more than 2 years duration.

Around 78.1% of the estimated 207 320 commencements during 2000 were full-time, which is slightly less than the proportion for 1999 (81.6%). The remaining 21.9% of commencements were undertaking their training on a part-time basis.

For full-time apprenticeships and traineeships, 43.8% of commencements were in programs of one year or less in duration, with a further 24.6% in contracts of one to two years duration. 61.0% of commencements in part-time programs were of more than two years duration.

6 Completions*

The estimated number of apprentices and trainees who successfully completed their contract of training in 2000 was 84 170, representing an increase of 15.1% over the previous year. In the years 1995 to 2000, the number of completions increased by 166.7% from 31 560 to 84 170. This corresponds to an annual growth rate of 21.7%, in part due to the rapid increase in commencements in recent years, particularly in short term contracts of 1 year or less.

* Data in this section relate to 12 months ending in the period.

The largest occupational group continues to be *trades and related workers*, with 31.7% of completions during 2000. Within the *trades and related workers* occupational group, while *construction* had the largest proportion of the total number in-training and commencement numbers, *mechanical and fabrication engineering* (6.2%of the total commencements in 2000) had the highest proportion of completions.

Apprentices and trainees in the *intermediate clerical, sales and service worker* occupations continue to contribute strongly to apprentice and trainee numbers, accounting for 31.0% of completions during 2000. The *elementary clerical, sales and service worker* occupations also continue to contribute strongly to apprentice and trainee numbers, accounting for 18.4% of completions during 2000.

Qualification level

The majority of completions for 2000 (64.9%) were at AQF level III, with a further 30.4% at AQF level II or lower. Only about 4% of completions were at AQF level IV or above.

7 Cancellations and Withdrawals*

The number of cancellations and withdrawals in 2000 was 83 190, representing an increase of 15.4% over the previous year. In the years 1995 to 2000, the number of completions increased by almost 200%, from 27 910 to 83 190. This corresponds to an annual growth rate of 24.4%.

8 TAFE apprentice and trainee graduates[3]

Data from the *2000 Student Outcomes Survey* included a survey of students who completed their qualifications during 1999 from a TAFE institute (TAFE graduates). There were 41 660 respondents to this survey, of whom 11.0% indicated they had received income from an apprenticeship while doing the course and 3.2% indicated they had received income from a traineeship[4]. The following section takes a look at these TAFE graduate apprentices or trainees.

The TAFE course completed by apprentices and trainees is part of the off-the-job component of their training. As would be expected, the level of the courses completed in 1999 differs markedly between apprentices and trainees (Table 7).

- Almost 90% of apprentices completed an AQF level III or equivalent qualification. A further 7.1% of apprentices completed an AQF level IV, diploma or advanced diploma qualification.
- By contrast, the largest single category for trainees was AQF level II qualifications (47.3%), followed by AQF level III qualifications (33.5%).

Table 7: Per cent of 1999 TAFE graduates by qualification completed

Qualification category	Apprentices	Trainees
AQF certificate I	0.9	2.8
AQF certificate II	4.7	47.3
AQF certificate III or equivalent	87.4	33.5
AQF certificate IV or equivalent	3.2	9.1
Diploma and above	1.2	4.3
Other certificates	2.7	3.0
Total	100.0	100.0
Number of respondents	3 748	1 325

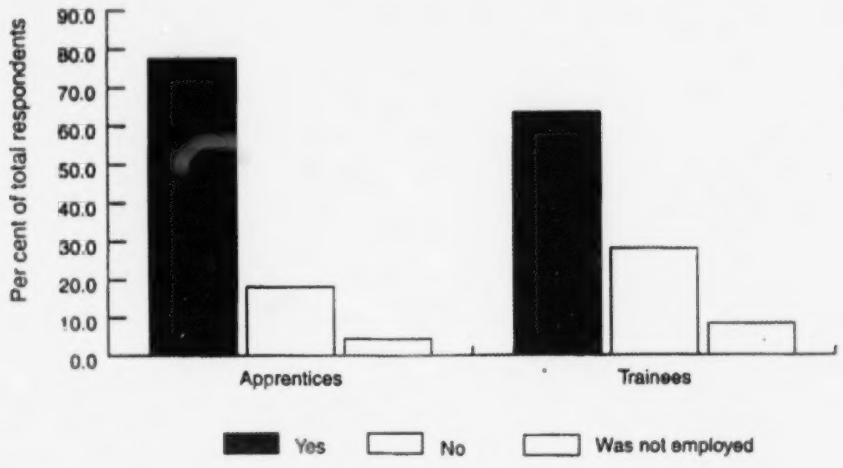
On completion of their course, 73.2% of all graduates were employed with the same employer as during their course. This is contrast to 77.6% for apprentices and 63.6% for trainees (figure 4). These results suggest that trainees are more likely than apprentices to move to another employer within 6 to 12 months of completing their course.

* Data in this section relate to 12 months ending in the period.

[3] The scope of the 2000 Student Outcomes Survey (SOS) has changed. For full details see 'Australia Vocational Education & Training Statistics, Student Outcomes Survey 2000 national report'.

[4] A very small number of respondents (33) indicated they had received income from both an apprenticeship and a traineeship while doing their course.

Figure 4: Employed 1999 TAFE graduates, by employment status prior to undertaking their course*



* Note non-response to the question was 1.2% for apprentices and 1.9% for trainees.

The 2000 Student Outcomes Survey also provides information about apprentice and trainee views on their off-the-job training (Table 8).

- Apprentices and trainees generally rated the usefulness of their course for their job prospects more highly than other respondents. Approximately 90% of apprentices and trainees gave a rating of 6 or higher on the 10-point scale compared with 86% for other respondents.
- Similarly, apprentices and trainees generally rated their off-the-job training qualification higher than other respondents in terms of being well regarded by employers. Over 90% of apprentices and trainees gave a rating of six or higher on the ten-point scale compared with 83.6% for other respondents.
- The rating generally given to the balance between instruction and practice was lower for apprentices and trainees than for other respondents: 85.1% of apprentices and trainees giving a rating of 6 or higher compared with 90.9% for other respondents.
- The rating on the overall quality of the course was generally the same for apprentices and trainees compared with other respondents.

Table 8: Per cent of course ratings given by 1999 TAFE graduates*

Ratings of the course	Rating in the range 6-10 Apprentices and trainees	Other Respondents
The usefulness of the training for your job prospects:	89.9	86.0
The qualification in terms of being well regarded by employers:	90.6	83.6
The balance between instruction and practice:	85.1	90.9
The overall quality of the training:	89.9	90.9

* Note: responses are given on a 1 to 10 scale ranging from 1 indicating 'poor' to 10 indicating 'excellent'.

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